

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
	ACE	College I.D.
	SUBJID	Subject I.D.
		Complete the following if directed.
	GRPA	Group Code A
	GRPB	Group Code B
1	YR1STAPPOINT	In what year did you receive your first academic appointment?
		1=2023
		2=2022
		3=2021
		4=2020
		5=2019
		6=2018
		7=2017
		8=2016
		9=2015
		10=2014
		11=2013
		12=2012
		13=2011
		14=2010
		15=2009
		16=2008
		17=2007
		18=2006
		19=2005
		20=2004
		21=2003
		22=2002
		23=2001
		24=2000
		25=1999
		26=1998
		27=1997
		28=1996
		29=1995
		30=1994
		31=1993
		32=1992
		33=1991
		34=1990
		35=1989
		36=1988
		37=1987
		38=1986
		39=1985
		40=1984
		41=1983
		42=1982
		43=1981
		44=1980
		45=1979
		46=1978
		47=1977
		48=1976
		49=1975
		50=1974
		51=1973
		52=1972
		53=1971
		54=1970
		55=1969
		56=1968

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		57=1967
		58=1966
		59=1965
		60=1964
		61=1963
		62=1962
		63=1961
		64=1960
		65=1959
		66=1958
		67=1957
		68=1956
		69=1955
		70=1954
		71=1953 or earlier
2	YRAPPOINT	In what year were you first appointed at this institution?
		1=2023
		2=2022
		3=2021
		4=2020
		5=2019
		6=2018
		7=2017
		8=2016
		9=2015
		10=2014
		11=2013
		12=2012
		13=2011
		14=2010
		15=2009
		16=2008
		17=2007
		18=2006
		19=2005
		20=2004
		21=2003
		22=2002
		23=2001
		24=2000
		25=1999
		26=1998
		27=1997
		28=1996
		29=1995
		30=1994
		31=1993
		32=1992
		33=1991
		34=1990
		35=1989
		36=1988
		37=1987
		38=1986
		39=1985
		40=1984
		41=1983
		42=1982
		43=1981
		44=1980

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		45=1979
		46=1978
		47=1977
		48=1976
		49=1975
		50=1974
		51=1973
		52=1972
		53=1971
		54=1970
		55=1969
		56=1968
		57=1967
		58=1966
		59=1965
		60=1964
		61=1963
		62=1962
		63=1961
		64=1960
		65=1959
		66=1958
		67=1957
		68=1956
		69=1955
		70=1954
		71=1953 or earlier
3	ACADRANK	What is your present academic rank?
		1=Professor
		2=Associate Professor
		3=Assistant Professor
		4=Lecturer
		5=Instructor
		6=Graduate Student/Teaching Assistant
4	TENURE	What is your tenure status at this institution?
		1=Tenured
		2=On tenure track, but not tenured
		3=Not on tenure track, but institution has tenure system
		4=Institution has no tenure system
If TENURE = "1"		
4a	YRTENURE	In what year did you receive tenure at this institution?
		1=2023
		2=2022
		3=2021
		4=2020
		5=2019
		6=2018
		7=2017
		8=2016
		9=2015
		10=2014
		11=2013
		12=2012
		13=2011
		14=2010
		15=2009
		16=2008
		17=2007
		18=2006
		19=2005

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		20=2004
		21=2003
		22=2002
		23=2001
		24=2000
		25=1999
		26=1998
		27=1997
		28=1996
		29=1995
		30=1994
		31=1993
		32=1992
		33=1991
		34=1990
		35=1989
		36=1988
		37=1987
		38=1986
		39=1985
		40=1984
		41=1983
		42=1982
		43=1981
		44=1980
		45=1979
		46=1978
		47=1977
		48=1976
		49=1975
		50=1974
		51=1973
		52=1972
		53=1971
		54=1970
		55=1969
		56=1968
		57=1967
		58=1966
		59=1965
		60=1964
		61=1963
		62=1962
		63=1961
		64=1960
		65=1959
		66=1958
		67=1957
		68=1956
		69=1955
		70=1954
		71=1953 or earlier
Community Colleges		
CC3	CCSTATUS	What is your current status at this institution?
		1=Tenured
		2=Probationary, Tenure Track
		3=Renewable Contract Instructor (e.g., Adjunct)
If CCSTATUS = "1"		
CC3a	CCYRTENURE	In what year did you receive tenure at this institution?
		1=2023

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		2=2022
		3=2021
		4=2020
		5=2019
		6=2018
		7=2017
		8=2016
		9=2015
		10=2014
		11=2013
		12=2012
		13=2011
		14=2010
		15=2009
		16=2008
		17=2007
		18=2006
		19=2005
		20=2004
		21=2003
		22=2002
		23=2001
		24=2000
		25=1999
		26=1998
		27=1997
		28=1996
		29=1995
		30=1994
		31=1993
		32=1992
		33=1991
		34=1990
		35=1989
		36=1988
		37=1987
		38=1986
		39=1985
		40=1984
		41=1983
		42=1982
		43=1981
		44=1980
		45=1979
		46=1978
		47=1977
		48=1976
		49=1975
		50=1974
		51=1973
		52=1972
		53=1971
		54=1970
		55=1969
		56=1968
		57=1967
		58=1966
		59=1965
		60=1964
		61=1963

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		62=1962
		63=1961
		64=1960
		65=1959
		66=1958
		67=1957
		68=1956
		69=1955
		70=1954
		71=1953 or earlier
End		
CC4	CCRANK	What is your academic rank at this institution?
		1=Instructor
		2=Assistant Professor
		3=Associate Professor
		4=Professor
End		
5	FACRETIRE	Are you retired from this institution?
		2=Yes
		1=No
6	FULLSTAT	Are you considered a full-time employee of your institution for at least nine months of the current academic year?
		2=Yes
		1=No
Part-Time Employee		
6a	PTCHOICE	If given the choice, I would prefer to work full-time at this institution.
		2=Yes
		1=No
6b	PTWORKFT	Have you ever sought a full-time teaching position at this or another institution?
		2=Yes
		1=No
If PTWORKFT = "2"		
6bi	PTTSEEK	How long ago did you pursue a full-time position?
		1=Currently seeking a position
		2=Within the last year
		3=1 to 2 years ago
		4=3 to 5 years ago
		5=More than 5 years ago
End		
6c	PTCAREER	Is your full-time professional career outside academia?
		2=Yes
		1=No
		In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
6d	PTREASON01	PT Reason: My part-time position is an important source of income for me
6d	PTREASON02	PT Reason: Compensation is not a major consideration in my decision to teach part-time
6d	PTREASON03	PT Reason: Part-time teaching is a stepping-stone to a full-time position
6d	PTREASON04	PT Reason: My part-time position provides benefits (e.g., health insurance, retirement) that I need
6d	PTREASON05	PT Reason: Teaching part-time fits my current lifestyle
6d	PTREASON06	PT Reason: Full-time positions were not available
6d	PTREASON07	PT Reason: My expertise in my chosen profession is relevant to the course(s) I teach
		Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. (Mark all that apply)
		1=Not Marked
		2=Marked

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
6e	PTRESOURCES01	PT Resources: Use of private office
6e	PTRESOURCES02	PT Resources: Shared office space
6e	PTRESOURCES03	PT Resources: A personal computer
6e	PTRESOURCES04	PT Resources: An email account
6e	PTRESOURCES05	PT Resources: A phone/voicemail
6e	PTRESOURCES07	PT Resources: Professional development funds
6e	PTRESOURCES08	PT Resources: Printer access (i.e., free printing)
6e	PTRESOURCES09	PT Resources: Parking privileges
		Please indicate your agreement with the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
		Part-time instructors at this institution:
6f	PTOPN01	PT Opinion: Are given specific training before teaching
6f	PTOPN02	PT Opinion: Rarely get hired into full-time positions
6f	PTOPN03	PT Opinion: Receive respect from students
6f	PTOPN04	PT Opinion: Are primarily responsible for introductory classes
6f	PTOPN05	PT Opinion: Have no guarantee of employment security
6f	PTOPN06	PT Opinion: Have access to support services (e.g., administrative assistance)
6f	PTOPN07	PT Opinion: Are compensated for advising/counseling students
6f	PTOPN08	PT Opinion: Are required to attend meetings
6f	PTOPN09	PT Opinion: Have good working relationships with the administration
6f	PTOPN10	PT Opinion: Are respected by full-time faculty
6f	PTOPN11	PT Opinion: Are paid fairly
6f	PTOPN12	PT Opinion: Have input in course designs
6f	PTOPN13	PT Opinion: Are included in faculty governance
6g	PTTEACH	PTTEACH: Aside from this institution, at how many other institutions do you teach?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5 or more
6h	PTCRSASSIGN	For the current term, how far in advance of the beginning of the term did you receive your course assignments?
		1=Less than 1 week
		2=1-2 weeks
		3=3-4 weeks
		4=1-3 months
		5=More than 3 months
End		
7	TGIDEN	Do you identify as transgender? (Mark one)
		2=Yes
		1=No
8	GENDERIDENTITY	What is your current gender identity?
		1=Man
		2=Woman
		3=Non-binary
		4=Genderqueer/Gender non-conforming
		5=Not listed above [free response]
8a	GENDERIDENTITYTEXT	Current gender identity [free response]
9	PRINACT	What is your principal activity in your current position at this institution? (Mark one)
		1=Administration
		2=Teaching
		3=Research
		4=Services to clients and patients
		5=Other
		Personally, how important to you is:
		4=Essential

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		3=Very Important
		2=Somewhat Important
		1=Not Important
10	IMPTRTS1	Importance: Research
10	IMPTRTS2	Importance: Teaching
10	IMPTRTS3	Importance: Service
11	COURSENUM	How many courses are you teaching this term (include all institutions at which you teach)?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5 or more
Course Information (based on response to If COURSENUM ≥ "2")		
		How many of the courses that you are teaching this term are:
		1=0
		2=1-2
		3=3-4
		4=5+
11a	CRSTYPE01	Course Type: General education courses
11a	CRSTYPE02	Course Type: Courses required for an undergraduate major
11a	CRSTYPE03	Course Type: Other undergraduate credit courses
11a	CRSTYPE04	Course Type: Developmental/remedial courses (not for credit)
11a	CRSTYPE06	Course Type: Graduate courses
11b	CRSPLACES02	How many of these courses that you are teaching this term are being taught at another institution:
		1=0
		2=1-2
		3=3-4
		4=5+
End		
Course Information (based on response to If COURSENUM = "1")		
11c	PRIMARYTEACH	What types of courses do you primarily teach? (Mark one)
		1=Undergraduate credit courses
		2=Graduate courses
		3=Developmental/remedial courses
		4=I do not teach
End		
12	UGFAC	In the past year, have you worked with or taught undergraduate students at this institution?
		2=Yes
		1=No
13	GRADFAC	In the past year, have you worked with or taught graduate students at this institution?
		2=Yes
		1=No
Graduate Faculty (If GRADFAC = 2)		
		In the past year, to what extent have you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
13a	GRADACT01	Act: Met with graduate students to discuss their research interests
13a	GRADACT03	Act: Mentored graduate students
13a	GRADACT04	Act: Helped graduate students access professional networks
13a	GRADACT05	Act: Presented with graduate students at conferences
13a	GRADACT06	Act: Published with graduate students
13a	GRADACT07	Act: Included graduate students in research grant writing
		In the past year:
		1=0
		2=1
		3=2

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11 or more
13b	THEISSERV	How many master's thesis committees have you served on or are currently serving?
13b	DISSERTSERV	How many dissertation committees have you served on or are currently serving?
If THEISSERV ≥ "2"		
13bi	THEISSCHAIR	In the <u>past year</u> , how many of these master's thesis committees have you chaired or are currently chairing?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11 or more
End		
If DISSERTSERV ≥ "2"		
13bii	DISSERTCHAIR	In the <u>past year</u> , how many of these dissertation committees have you chaired or are currently chairing?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11 or more
End		
13c	NLETTERS	In the <u>past year</u> , how many letters of recommendation have you written for graduate students?
		1=0
		2=1-5
		3=6-10
		4=11-15
		5=16-20
		6=21-25
		7=26-30
		8=31 or more
		Rate your agreement with the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
13d	GRADOPN01	Opinion: Graduate students in this program must compete for research opportunities

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
13d	GRADOPN02	Opinion: It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills
13d	GRADOPN13	Opinion: This graduate program enrolls too few international students
13d	GRADOPN05	Opinion: Graduate students work well together in this program
13d	GRADOPN06	Opinion: I have encountered instances of academic dishonesty among graduate students
13d	GRADOPN07	Opinion: Graduate students in this program are trained to conduct research responsibly and ethically
13d	GRADOPN08	Opinion: Graduate students in this program receive adequate instruction on becoming good teachers
13d	GRADOPN10	Opinion: Faculty in my department are good mentors for graduate students
13d	GRADOPN11	Opinion: Most graduate students in this program move on to faculty positions
13d	GRADOPN12	Opinion: Most graduate students in this program move into positions outside of academia
End		
		During the <u>past three years</u> , have you: (Mark <u>one</u> for each item)
		2=Yes
		1=No
14	TCHACT08	Activity: Advised student groups involved in service/volunteer work
14	TCHACT09	Activity: Collaborated with the local community on research/teaching to address their needs
14	TCHACT10	Activity: Conducted research or writing focused on international/global issues
14	TCHACT11	Activity: Conducted research or writing focused on racial or ethnic minorities
14	TCHACT12	Activity: Conducted research or writing focused on women or gender issues
14	TCHACT40	Activity: Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues
14	TCHACT46	Activity: Conducted research or writing focused on biomedical science fields
14	TCHACT15	Activity: Engaged in academic research that spans multiple disciplines
14	TCHACT41	Activity: Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)
14	TCHACT47	Activity: Written research grants
14	TCHACT21	Activity: Received funding for your work from foundations
14	TCHACT22	Activity: Received funding for your work from state or federal government
14	TCHACT23	Activity: Received funding for your work from business or industry
		During the <u>past three years</u> , have you: (Mark <u>one</u> for each item)
		2=Yes
		1=No
15	TCHACT01	Teaching Activity: Taught an honors course
15	TCHACT02	Teaching Activity: Taught an interdisciplinary course
15	TCHACT42	Teaching Activity: Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)
15	TCHACT05	Teaching Activity: Taught a service learning course
15	TCHACT06	Teaching Activity: Taught a course exclusively online
15	TCHACT43	Teaching Activity: Participated in organized activities around enhancing pedagogy or student learning
15	TCHACT16	Teaching Activity: Taught a seminar for first-year students
15	TCHACT45	Teaching Activity: Participated in the development of curriculum (enhancing an existing course or creating a new course)
		In the <u>past year</u> , to what extent have you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
16	UGENGAGE01	UG Engage: Presented with undergraduate students at conferences
16	UGENGAGE02	UG Engage: Published with undergraduates
16	UGENGAGE03	UG Engage: Engaged undergraduates on your research project(s)
16	UGENGAGE04	UG Engage: Worked with undergraduates on their research project(s)
17	UGEXP	How would you rate the overall experience of working with undergraduates on research projects?
		5=Excellent
		4=Good
		3=Fair
		2=Poor
		1=I have not worked with undergraduates on research projects
18	UGADVISE	How many undergraduates do you currently advise?

2022-2023 HERI Faculty Survey

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		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11-20
		13=21-30
		14=31-40
		15=41-50
		16=51-60
		17=61 or more
If UGADVISE ≥ "2"		
		During the past year, how often have you done each of the following with your undergraduate advisees?
		3=Frequently
		2=Occasionally
		1=Not at All
19	ADVACT03	Advise Act: Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)
19	ADVACT15	Advise Act: Helped them plan their course of study
19	ADVACT07	Advise Act: Discussed their academic performance
19	ADVACT08	Advise Act: Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
19	ADVACT09	Advise Act: Discussed career and post-graduation goals
End		
		During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?
		4=Yes
		3=No
		2=Not Eligible
		1=Not Available
20	DEVELOP01	Prof Develop: Funded workshops focused on teaching
20	DEVELOP11	Prof Develop: Funded workshops focused on research skills development
20	DEVELOP12	Prof Develop: Funded workshops focused on grant writing
20	DEVELOP02	Prof Develop: Paid sabbatical leave
20	DEVELOP03	Prof Develop: Travel funds paid by the institution
20	DEVELOP04	Prof Develop: Internal grants for research
20	DEVELOP05	Prof Develop: Training for administrative leadership
20	DEVELOP14	Prof Develop: Training for promoting inclusion and facilitating difficult conversations
20	DEVELOP06	Prof Develop: Incentives to develop new courses
20	DEVELOP07	Prof Develop: Incentives to integrate technology into your classroom
20	DEVELOP13	Prof Develop: Resources to integrate culturally-competent practices into your classroom
		How many of the following have you published?
		1=None
		2=1-2
		3=3-4
		4=5-10
		5=11-20
		6=21-50
		7=51+
21	PUBLISH01	Publish: Articles in academic or professional journals
21	PUBLISH02	Publish: Chapters in edited volumes
21	PUBLISH03	Publish: Books, manuals, monographs, or research reports
21	PUBLISH04	Publish: Other, such as patents or computer software products

2022-2023 HERI Faculty Survey

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22	NPERFS	In the <u>past three years</u> , how many exhibitions, recordings, or performances in the fine or applied arts have you presented?
		1=None
		2=1-2
		3=3-4
		4=5-10
		5=11-20
		6=21+
If NPERFS ≥ "2"		
		How many of these exhibitions, recordings, or performances were:
		1=None
		2=1-2
		3=3-4
		4=5-10
		5=11-20
		6=21+
22a	NPERFSSO	Solo/Individual
22a	NPERFSCO	Collaborative
End		
23	NPUBS	In the <u>past three years</u> , how many of your professional writings have been published or accepted for publication?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11
		13=12
		14=13
		15=14
		16=15
		17=16
		18=17
		19=18
		20=19
		21=20
		22=21+
If NPUBS ≥ "2"		
		How many of these professional writings were:
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11
		13=12
		14=13
		15=14

2022-2023 HERI Faculty Survey

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		16=15
		17=16
		18=17
		19=18
		20=19
		21=20
		22=21+
23a	NPUBSO	Solo-authored
23a	NPUBSCO	Co-authored
End		
		During the present term, how many hours per week on average do you spend on each of the following?
		1=None
		2=1-4
		3=5-8
		4=9-12
		5=13-16
		6=17-20
		7=21+
24	HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
24	HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
24	HPW03	Hours per Week: Advising or counseling students
24	HPW04	Hours per Week: Committee work and meetings
24	HPW05	Hours per Week: Research and scholarly writing
24	HPW06	Hours per Week: Other creative products/performances
24	HPW07	Hours per Week: Community or public service
24	HPW08	Hours per Week: Outside consulting/freelance work
24	HPW09	Hours per Week: Household/childcare duties
24	HPW10	Hours per Week: Serving as a caregiver for another adult
24	HPW11	Hours per Week: Other employment outside of academia
24	HPW12	Hours per Week: Personal time (e.g., exercise, hobbies, relaxing)
		In your interactions with undergraduates, how often in the past year did you encourage them to: (Mark one for each item)
		3=Frequently
		2=Occasionally
		1=Not at All
25	MNDHAB01	Habits of Mind: Ask questions in class
25	MNDHAB02	Habits of Mind: Support their opinions with a logical argument
25	MNDHAB03	Habits of Mind: Seek solutions to problems and explain them to others
25	MNDHAB12	Habits of Mind: Analyze multiple sources of information before coming to a conclusion
25	MNDHAB05	Habits of Mind: Evaluate the quality or reliability of information they receive
25	MNDHAB06	Habits of Mind: Take risks for potential gains
25	MNDHAB07	Habits of Mind: Seek alternative solutions to a problem
25	MNDHAB08	Habits of Mind: Look up scientific research articles and resources
25	MNDHAB09	Habits of Mind: Explore topics on their own, even though it was not required for a class
25	MNDHAB10	Habits of Mind: Accept mistakes as part of the learning process
25	MNDHAB15	Habits of Mind: Recognize biases that affect their thinking
		How frequently in the courses you taught in the past year have you given at least one assignment that required students to:
		3=Frequently
		2=Occasionally
		1=Not at All
26	CRSASSIGN02	Assignment: Write in the specific style or format of your discipline
26	CRSASSIGN05	Assignment: Describe how different perspectives would affect the interpretation of a question or issue in your discipline
26	CRSASSIGN07	Assignment: Discuss the ethical or moral implications of a course of action
26	CRSASSIGN12	Assignment: Apply mathematical concepts and computational thinking
		In how many of the courses that you teach do you use each of the following?
		4=All
		3=Most

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		2=Some
		1=None
27	INSTMETHOD01	Instructional Method: Class discussions
27	INSTMETHOD02	Instructional Method: Cooperative learning (small groups)
27	INSTMETHOD03	Instructional Method: Experiential learning/Field studies
27	INSTMETHOD25	Instructional Method: Performances/Demonstrations
27	INSTMETHOD06	Instructional Method: Group projects
27	INSTMETHOD07	Instructional Method: Extensive lecturing
27	INSTMETHOD08	Instructional Method: Multiple drafts of written work
27	INSTMETHOD10	Instructional Method: Reflective writing/Journaling
27	INSTMETHOD11	Instructional Method: Community service as part of coursework
27	INSTMETHOD12	Instructional Method: Electronic quizzes with immediate feedback in class
27	INSTMETHOD13	Instructional Method: Real-life problems
27	INSTMETHOD14	Instructional Method: Student inquiry to drive learning
		In how many of the courses that you teach do you use each of the following?
		4=All
		3=Most
		2=Some
		1=None
28	INSTMETHOD15	Instructional Method: Readings on racial and ethnic issues
28	INSTMETHOD16	Instructional Method: Readings on women or gender issues
28	INSTMETHOD29	Instructional Method: Supplemental instruction outside of class and office hours
28	EVALMETHOD06	Evaluation Method: Student presentations
28	EVALMETHOD08	Evaluation Method: Student evaluations of each others' work
28	EVALMETHOD09	Evaluation Method: Grading on a curve
28	INSTMETHOD30	Instructional Method: Rubric-based assessment
28	INSTMETHOD26	Instructional Method: Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)
		How frequently do you incorporate the following forms of technology into your courses?
		3=Frequently
		2=Occasionally
		1=Not at All
29	CRSTECH01	Course Technology: Videos or podcasts
29	CRSTECH03	Course Technology: Simulations/animations
29	CRSTECH05	Course Technology: Online homework or virtual labs
29	CRSTECH06	Course Technology: Online discussion boards
29	CRSTECH07	Course Technology: Audience response systems to gauge students' understanding (e.g., clickers)
		Due to the COVID-19 pandemic, please indicate the extent to which you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
30	COVIDCONCERN01	Felt confident in your ability to provide effective instruction exclusively online
30	COVIDCONCERN02	Were concerned about your job security
30	COVIDCONCERN03	Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered
		Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:
		5=Strongly Agree
		4=Agree
		3=Disagree
		2=Strongly Disagree
		1=Can't Rate/No Experience
31	COVIDTEACH01	I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)
31	COVIDTEACH02	I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students
31	COVIDTEACH03	I had access to effective tech support while teaching remotely
31a	COVIDTEACH_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		Please indicate your agreement with each of the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
32	COVIDCOLOPN01	Campus leadership provided an appropriate response to the pandemic
32	COVIDCOLOPN02	Faculty in my department were adequately prepared for teaching remotely
32	COVIDCOLOPN03	My institution's pandemic response prioritized the health and safety of faculty
32	COVIDCOLOPN07	I would prefer to teach more of my courses in either a hybrid or fully online format
32	COVIDCOLOPN05	This college developed effective policies related to COVID-19 vaccinations for the campus community
32	COVIDCOLOPN08	I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic
32a	COVIDCOLOPN_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
		Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
33	COVIDSTRESS01	Physical health
33	COVIDSTRESS02	Mental health
33	COVIDSTRESS03	In-person social interaction
33	COVIDSTRESS04	Return to in-person teaching
33	COVIDSTRESS05	Health of loved ones
33	COVIDSTRESS06	Access to healthcare
33	COVIDSTRESS07	The extent to which others wear masks while out in public
33	COVIDSTRESS08	Coping with social isolation
33	COVIDSTRESS09	Personal finances
33	COVIDSTRESS10	Childcare
		Please indicate the extent to which you agree it is your role to:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
34	UGGOAL18	UG Goal: Encourage students to become agents of social change
34	UGGOAL02	UG Goal: Prepare students for employment after college
34	UGGOAL03	UG Goal: Prepare students for graduate or advanced education
34	UGGOAL04	UG Goal: Develop students' moral character
34	UGGOAL05	UG Goal: Provide for students' emotional development
34	UGGOAL07	UG Goal: Help students develop personal values
34	UGGOAL10	UG Goal: Enhance students' knowledge of and appreciation for other racial/ethnic groups
34	UGGOAL14	UG Goal: Promote students' ability to write effectively
34	UGGOAL17	UG Goal: Encourage respect for different beliefs
		Please indicate your agreement with each of the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
35	VIEW01	View: The chief benefit of a college education is that it increases one's earning power
35	VIEW05	View: A racially/ethnically diverse student body enhances the educational experience of all students
35	VIEW08	View: Colleges have a responsibility to work with their surrounding communities to address local issues
35	VIEW09	View: Private funding sources often prevent researchers from being completely objective in the conduct of their work
35	VIEW31	View: I try to dispel perceptions of competition in my classroom

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
35	VIEW34	View: Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource
35	VIEW35	View: I feel I have the skills to facilitate conversations about diversity issues in the classroom
35	VIEW32	View: I achieve a healthy balance between my personal life and my professional life
35	VIEW33	View: I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar
		Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: (Select one for each item)
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
36	INSTOPN48	Inst Opinion: This institution has effective hiring practices and policies that increase faculty diversity
36	INSTOPN06	Inst Opinion: Student Affairs staff have the support and respect of faculty
36	INSTOPN09	Inst Opinion: There is a lot of campus racial conflict here
36	INSTOPN10	Inst Opinion: My research is valued by faculty in my department
36	INSTOPN11	Inst Opinion: My teaching is valued by faculty in my department
36	INSTOPN49	Inst Opinion: My service is valued by faculty in my department
36	INSTOPN15	Inst Opinion: Faculty are sufficiently involved in campus decision-making
36	INSTOPN52	Inst Opinion: The faculty are typically at odds with campus administration
36	INSTOPN53	Inst Opinion: Faculty here respect each other
36	INSTOPN44	Inst Opinion: Administrators consider faculty concerns when making policy
36	INSTOPN17	Inst Opinion: This institution takes responsibility for educating underprepared students
36	INSTOPN18	Inst Opinion: The criteria for advancement and promotion decisions are clear
36	INSTOPN19	Inst Opinion: Most of the students I teach lack the basic skills for college level work
36	INSTOPN20	Inst Opinion: There is adequate support for faculty development
36	INSTOPN51	Inst Opinion: Faculty are not prepared to deal with conflict over diversity issues in the classroom
36	INSTOPN54	Inst Opinion: This institution takes mentoring into consideration in the promotion process
36	INSTOPN12	Inst Opinion: Faculty of color are treated fairly here
36	INSTOPN13	Inst Opinion: Women faculty are treated fairly here
36	INSTOPN14	Inst Opinion: LGBTQ+ faculty are treated fairly here
		Indicate how important you believe each priority listed below is at your college or university:
		4=Highest Priority
		3=High Priority
		2=Medium Priority
		1=Low Priority
37	INSTPRIORITY41	Inst Priority: Increase or maintain institutional affordability
37	INSTPRIORITY02	Inst Priority: Develop a sense of community among students and faculty
37	INSTPRIORITY03	Inst Priority: Facilitate student involvement in community service
37	INSTPRIORITY04	Inst Priority: Help students learn how to bring about change in society
37	INSTPRIORITY05	Inst Priority: Increase or maintain institutional prestige
37	INSTPRIORITY06	Inst Priority: Hire faculty "stars"
37	INSTPRIORITY07	Inst Priority: Recruit more traditionally underrepresented students
37	INSTPRIORITY40	Inst Priority: Increase the selectivity of the student body through more competitive admissions criteria
37	INSTPRIORITY37	Inst Priority: Promote gender diversity in the faculty and administration
37	INSTPRIORITY38	Inst Priority: Promote racial and ethnic diversity in the faculty and administration
37	INSTPRIORITY11	Inst Priority: Provide resources for faculty to engage in community-based teaching or research
37	INSTPRIORITY12	Inst Priority: Create and sustain partnerships with surrounding communities
37	INSTPRIORITY13	Inst Priority: Pursue extramural funding
37	INSTPRIORITY15	Inst Priority: Strengthen links with the for-profit, corporate sector
37	INSTPRIORITY16	Inst Priority: Develop leadership ability among students
37	INSTPRIORITY18	Inst Priority: Develop an appreciation for multiculturalism
37	INSTPRIORITY39	Inst Priority: Prepare students for the workplace
		Please indicate the extent to which you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
38	AFFACT01	Affect: Feel that the training you received in graduate school prepared you well for your role as a faculty member
38	AFFACT03	Affect: Experience close alignment between your work and your personal values
38	AFFACT05	Affect: Mentor faculty
38	AFFACT18	Affect: Mentor <u>undergraduate</u> students
38	AFFACT21	Affect: Mentor <u>graduate</u> students
38	AFFACT22	Affect: Been mentored by at least one professional in academia
38	AFFACT23	Affect: Participated in training in preparation to be a mentor (e.g., workshops, programs)
38	AFFACT24	Affect: Accessed the National Research Mentoring Network (NRMN) resource
If AFFACT05 ≥ "2"		
38a	MENTRFAC	How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?
		4=Excellent
		3=Good
		2=Fair
		1=Poor
End		
If AFFACT18 ≥ "2"		
38b	MENTRUG	How would you rate the overall quality of your mentoring relationship with your <u>undergraduate</u> mentee(s)?
		4=Excellent
		3=Good
		2=Fair
		1=Poor
End		
If AFFACT21 ≥ "2"		
38c	MENTRGRAD	How would you rate the overall quality of your mentoring relationship with your <u>graduate</u> mentee(s)?
		4=Excellent
		3=Good
		2=Fair
		1=Poor
End		
		How satisfied are you with the following aspects of your job? (Select <i>one</i> for each item)
		4=Very Satisfied
		3=Satisfied
		2=Marginally Satisfied
		1=Not Satisfied
39	SATIS01	Satisfaction: Salary
39	SATIS02	Satisfaction: Health benefits
39	SATIS03	Satisfaction: Retirement benefits
39	SATIS04	Satisfaction: Opportunity for scholarly pursuits
39	SATIS05	Satisfaction: Teaching load
39	SATIS06	Satisfaction: Quality of students
39	SATIS08	Satisfaction: Autonomy and independence
39	SATIS13	Satisfaction: Departmental leadership
39	SATIS32	Satisfaction: Departmental support for work/life balance
39	SATIS33	Satisfaction: Institutional support for work/life balance
39	SATIS17	Satisfaction: Prospects for career advancement
39	SATIS30	Satisfaction: Relative equity of salary and job benefits
39	SATIS31	Satisfaction: Flexibility in relation to family matters or emergencies
39	SATIS34	Satisfaction: Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the
39	SATIS19	Satisfaction: Overall job
		Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Select <i>one</i> for each item)
		4=Extensive
		3=Somewhat
		2=Not at All
		1=Not Applicable
40	STRESS01	Stress: Managing household responsibilities
40	STRESS06	Stress: Review/promotion process
40	STRESS07	Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
40	STRESS09	Stress: Committee work
40	STRESS10	Stress: Faculty meetings
40	STRESS12	Stress: Students
40	STRESS13	Stress: Research or publishing demands
40	STRESS14	Stress: Institutional procedures and "red tape"
40	STRESS15	Stress: Teaching load
40	STRESS18	Stress: Lack of personal time
40	STRESS20	Stress: Job security
40	STRESS23	Stress: Self-imposed high expectations
40	STRESS24	Stress: Increased work responsibilities
40	STRESS25	Stress: Institutional budget cuts
41	SEXUALHARASS	Have you been sexually harassed at this institution?
		2=Yes
		1=No
		In the past year, have you:
		2=Yes
		1=No
42	PASTACT02	Past Act: Considered leaving academe for another job
42	PASTACT03	Past Act: Considered leaving this institution for another
42	PASTACT06	Past Act: Engaged in public service/professional consulting without pay
42	PASTACT07	Past Act: Received at least one firm job offer elsewhere
		For each of the following items, please mark either Yes or No.
		2=Yes
		1=No
43	GENACT01	Act: Are you a member of a faculty union?
43	GENACT03	Act: Do you plan to retire within the next three years?
43	GENACT06	Act: Have you ever interrupted your professional career for more than one year for family reasons?
43	GENACT07	Act: Have you ever been formally recognized for outstanding teaching at this institution?
44	CITIZEN	Citizenship status: (Select one)
		4=U.S. citizen
		3=Permanent resident (green card)
		2=Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O-1)
		1=None of the above
45	POLIMIEW	How would you characterize your political views? (Select one)
		5=Far left
		4=Liberal
		3=Middle-of-the-road
		2=Conservative
		1=Far right
		If given the choice, would you:
		5=Definitely Yes
		4=Probably Yes
		3=Not Sure
		2=Probably No
		1=Definitely No
46	COMEBACK	Still come to this institution?
46	COLPROF	Still be a college professor?
If FULLSTAT = "2"		
47	SALARY	Please select your base institutional salary.
		1=Less than \$10,000
		2=\$10,000-19,999
		3=\$20,000-29,999
		4=\$30,000-39,999
		5=\$40,000-49,999
		6=\$50,000-59,999
		7=\$60,000-69,999
		8=\$70,000-79,999
		9=\$80,000-89,999
		10=\$90,000-99,999
		11=\$100,000-124,999
		12=\$125,000-149,999

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		13=\$150,000-199,999
		14=\$200,000-249,999
		15=\$250,000-499,999
		16=\$500,000 or higher
48	SALARYBASE	Your base institutional salary reported above is based on: (Mark one)
		1=Less than 9 months
		2=9/10 months
		3=11/12 months
End		
Part-Time Employees (based on response if FULLSTAT = "1")		
PT49	PTSALARY	Please select your total salary from teaching at this institution for this academic year.
		1=Less than \$5,000
		2=\$5,000-9,999
		3=\$10,000-14,999
		4=\$15,000-19,999
		5=\$20,000-24,999
		6=\$25,000-29,999
		7=\$30,000-34,999
		8=\$35,000-39,999
		9=\$40,000-44,999
		10=\$45,000-49,999
		11=\$50,000-59,999
		12=\$60,000-69,999
		13=\$70,000-79,999
		14=\$80,000-89,999
		15=\$90,000-99,999
		16=\$100,000 or more
PT50	PTPAY	How much are you paid per course at this institution?
		1=Less than \$500
		2=\$500-999
		3=\$1,000-1,499
		4=\$1,500-1,999
		5=\$2,000-2,499
		6=\$2,500-2,999
		7=\$3,000-3,499
		8=\$3,500-3,999
		9=\$4,000-4,499
		10=\$4,500-4,999
		11=\$5,000-5,499
		12=\$5,500-5,999
		13=\$6,000-6,499
		14=\$6,500-6,999
		15=\$7,000-7,499
		16=\$7,500-7,999
		17=\$8,000-8,499
		18=\$8,500-8,999
		19=\$9,000-9,499
		20=\$9,500-9,999
		21=\$10,000 or more
End		
		Please select the most appropriate general area for the following:
		1=Agriculture/natural resources/related
		2=Architecture and related services
		3=Area/ethnic/cultural/gender studies
		4=Arts (visual and performing)
		5=Biological and biomedical sciences
		6=Business/management/marketing/related
		7=Communication/journalism/ comm. tech
		8=Computer/info sciences/support tech
		9=Construction trades
		10=Education
		11=Engineering technologies/technicians
		12=English language and literature/letters
		13=Family/consumer sciences, human sciences

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		14=Foreign languages/literature/linguistics
		15=Health professions/clinical sciences
		16=Legal professions and studies
		17=Library science
		18=Mathematics and statistics
		19=Mechanical/repair technologies/techs
		20=Multi/interdisciplinary studies
		21=Parks/recreation/leisure/fitness studies
		22=Precision production
		23=Personal and culinary services
		24=Philosophy, religion & theology
		25=Physical sciences
		26=Psychology
		27=Public administration/social services
		28=Science technologies/technicians
		29=Security & protective services
		30=Social sciences (except psych) and history
		31=Transportation & materials moving
		32=Other
51a	MAJOR	Major of highest degree held - General Area
51a	DEPT	Department of current faculty appointment - General Area
		Please select the most appropriate disciplinary field for the following:
		101=Agriculture and related sciences
		102=Natural resources and conservation
		103=Agriculture/natural resources/related, other
		201=Architecture and related services
		301=Area/ethnic/cultural/gender studies
		401=Art history, criticism, and conservation
		402=Design & applied arts
		403=Drama/theatre arts and stagecraft
		404=Fine and studio art
		405=Music, general
		406=Music history, literature, and theory
		407=Commercial and advertising art
		408=Dance
		409= Film, video, and photographic arts
		410=Visual and performing arts, other
		501=Biochem/biophysics/molecular biology
		502=Botany/plant biology
		503=Genetics
		504=Microbiological sciences & immunology
		505=Physiology, pathology & related sciences
		506=Zoology/animal biology
		507=Biological & biomedical sciences, other
		601=Accounting and related services
		602=Business admin/management/operations
		603=Business operations support/assistance
		604=Finance/financial management services
		605=Human resources management and svcs
		606=Marketing
		607= Management information systems/services
		608= Business/mgt/marketing/related, other
		701=Communication/journalism/related prgms
		702=Communication technologies/technicians and support svcs
		703=Communication/journalism/comm. tech, other
		801=Computer/info tech administration/mgmt
		802=Computer programming
		803=Computer science
		804=Computer software and media applications
		805=Computer systems analysis
		806=Computer systems networking/telecom
		807=Data entry/microcomputer applications
		808=Data processing
		809=Information science/studies
		810=Computer/info sci/support svcs, other

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		901=Construction trades
		1001=Curriculum and instruction
		1002=Educational administration/supervision
		1003=Educational/instructional media design
		1004=Special education and teaching
		1005=Student counseling/personnel services
		1006=Early childhood education and teaching
		1007=Elementary education and teaching
		1008=Secondary education and teaching
		1009=Adult and continuing education/teaching
		1010=Teacher ed: specific levels, other
		1011=Teacher ed: specific subject areas
		1012=Bilingual & multicultural education
		1013=Ed assessment
		1014=Higher education
		1015=Education, other
		1101=Biomedical/medical engineering
		1102=Chemical engineering
		1103=Civil engineering
		1104=Computer engineering
		1105=Electrical/electronics/comms engineering
		1106=Engineering technologies/technicians
		1107=Environmental/environmental health eng
		1108=Mechanical engineering
		1109=Engineering, other
		1201=English language and literature/letters
		1301=Family/consumer sciences, human sciences
		1401=Foreign languages/literature/linguistics
		1501=Alternative/complementary medicine/sys
		1502=Chiropractic
		1503=Clinical/medical lab science/allied
		1504=Dental support services/allied
		1505=Dentistry
		1506=Health & medical administrative services
		1507=Allied health and medical assisting services
		1508=Allied health diagnostic, intervention, treatment professions
		1509=Medicine, including psychiatry
		1510=Mental/social health services and allied
		1511=Nursing
		1512=Optometry
		1513=Osteopathic medicine/osteopathy
		1514=Pharmacy/pharmaceutical sciences/admin
		1515=Podiatric medicine/podiatry
		1516=Public health
		1517=Rehabilitation & therapeutic professions
		1518=Veterinary medicine
		1519=Health/related clinical services, other
		1601=Law
		1602=Legal support services
		1603=Legal professions and studies, other
		1701=Library science
		1801=Mathematics
		1802=Statistics
		1803=Mathematics and statistics, other
		1901=Mechanical/repair technologies/techs
		2001=Multi/interdisciplinary studies
		2101=Parks, recreation and leisure studies
		2102=Health and physical education/fitness
		2103=Parks/recreation/leisure/fitness studies, other
		2201=Precision production
		2301=Culinary arts and related services
		2302=Personal and culinary services
		2303=Personal and culinary services, other
		2401=Philosophy
		2402=Religion/religious studies

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		2403=Theology and religious vocations
		2404=Philosophy, religion & theology, other
		2501=Astronomy & astrophysics
		2502=Atmospheric sciences and meteorology
		2503=Chemistry
		2504=Geological & earth sciences/geosciences
		2505=Physics
		2506=Physical sciences, other
		2601=Behavioral psychology
		2602=Clinical psychology
		2603=Education/school psychology
		2604=Psychology, other
		2701=Public administration
		2702=Social work
		2703=Public administration & social svcs other
		2801=Science technologies/technicians
		2901=Corrections
		2902=Criminal justice
		2903=Fire protection
		2904=Police science
		2905=Security and protective services, other
		3001=Anthropology (except psychology)
		3002=Archeology
		3003=Criminology
		3004=Demography & population studies
		3005=Economics
		3006=Geography & cartography
		3007=History
		3008=International relations & affairs
		3009=Political science and government
		3010=Sociology
		3011=Urban studies/affairs
		3012=Social sciences, other
		3101=Transportation and materials moving
		3201=Other
51b	MAJORDISC	Major of highest degree held - Specific Discipline
51b	DEPTDISC	Department of current faculty appointment - Specific Discipline
52	DEGEARN	Please mark the highest degree you have earned: (Select one)
		1=Bachelor's (B.A., B.S., etc.)
		2=Master's (M.A., M.S.)
		3=Terminal Master's (M.F.A., M.B.A.)
		4=J.D.
		5=M.D., D.D.S., D.V.M., etc. (Medical)
		6=Ph.D.
		7=Professional Doctorate (Ed.D., Psy.D., etc.)
		8=Other
53	DEGWORK	Please mark the degree you are currently working on: (Select one)
		1=Bachelor's (B.A., B.S., etc.)
		2=Master's (M.A., M.S.)
		3=Terminal Master's (M.F.A., M.B.A.)
		4=J.D.
		5=M.D., D.D.S., D.V.M., etc. (Medical)
		6=Ph.D.
		7=Professional Doctorate (Ed.D., Psy.D., etc.)
		8=Other
		9=None
		Are you currently serving in an administrative position as: (Mark all that apply)
		1=Not Marked
		2=Marked
54	ADMCHAIR	Department chair
54	ADMDEAN	Dean (including Associate or Assistant)
54	ADMVP	Vice-President
54	ADMPRES	President
54	ADMPROVOST	Provost

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
54	ADMOTHER	Other
54	ADMNA	Not Applicable
		Are you: (Mark all that apply)
		1=Not Marked
		2=Marked
55		Native American/Alaska Native
55	RACE3	Native American/Alaska Native
55		Asian
55	RACE10	East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)
55	RACE11	Filipina/o/x
55	RACE12	Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)
55	RACE13	South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)
55	RACE14	Other Asian
55		Black
55	RACE2	African American/Black
55	RACE15	African
55	RACE16	Caribbean
55	RACE17	Other Black
55		Native Hawaiian or Other Pacific Islander
55	RACE5	Native Hawaiian or Other Pacific Islander
55		Hispanic/Latina/o/e/x
55	RACE6	Mexican American/Chicana/o/e/x
55	RACE7	Puerto Rican
55	RACE18	Central American
55	RACE19	South American
55	RACE8	Other Hispanic or Latina/o/e/x
55		Middle Eastern
55	RACE20	Middle Eastern
55		White
55	RACE1	European
55	RACE21	Other White
55		Other
55	RACE9	Other
56	NATENGSP	Is English your primary language?
		2=Yes
		1=No
57	LGBTQIDEN	What is your sexual orientation? (Mark one)
		1=Heterosexual/Straight
		2=Gay
		3=Lesbian
		4=Bisexual
		5=Queer
		6=Pansexual
		7=Asexual
		8=Not listed above [text response]
57a	LGBTQIDENTEXT	Sexual Orientation [free response]
		How many children do you have in the following age ranges?
		1=0
		2=1
		3=2
		4=3
		5=4+
58	NCHILD1	Under 18 years old
58	NCHILD2	18 years or older
If NCHILD1 ≥ "2"		
58a	CHILDCARE	How satisfied are you with the availability of child care at this institution?
		5=Very Satisfied
		4=Satisfied
		3=Marginally Satisfied
		2=Not Satisfied
		1=Not Applicable

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		End
59	YRBIRTH	Please select the four-digit year of your birth.
		1=2004 or later
		2=2003
		3=2002
		4=2001
		5=2000
		6=1999
		7=1998
		8=1997
		9=1996
		10=1995
		11=1994
		12=1993
		13=1992
		14=1991
		15=1990
		16=1989
		17=1988
		18=1987
		19=1986
		20=1985
		21=1984
		22=1983
		23=1982
		24=1981
		25=1980
		26=1979
		27=1978
		28=1977
		29=1976
		30=1975
		31=1974
		32=1973
		33=1972
		34=1971
		35=1970
		36=1969
		37=1968
		38=1967
		39=1966
		40=1965
		41=1964
		42=1963
		43=1962
		44=1961
		45=1960
		46=1959
		47=1958
		48=1957
		49=1956
		50=1955
		51=1954
		52=1953
		53=1952
		54=1951
		55=1950
		56=1949
		57=1948
		58=1947
		59=1946
		60=1945
		61=1944
		62=1943

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		63=1942
		64=1941
		65=1940
		66=1939
		67=1938
		68=1937
		69=1936
		70=1935
		71=1934
		72=1933
		73=1932
		74=1931
		75=1930
		76=1929
		77=1928
		78=1927
		79=1926
		80=1925
		81=1924
		82=1923
		83=1923 or earlier
60	PERMIT	Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information. 2=Yes 1=No
If PERMIT = "2"		
60a	EMAIL	If "Yes," please confirm your email address:
Local Optional Close-Ended Questions		
		1=A
		2=B
		3=C
		4=D
		5=E
61	OPT01	Local Optional Question 1
62	OPT02	Local Optional Question 2
63	OPT03	Local Optional Question 3
64	OPT04	Local Optional Question 4
65	OPT05	Local Optional Question 5
66	OPT06	Local Optional Question 6
67	OPT07	Local Optional Question 7
68	OPT08	Local Optional Question 8
69	OPT09	Local Optional Question 9
70	OPT10	Local Optional Question 10
71	OPT11	Local Optional Question 11
72	OPT12	Local Optional Question 12
73	OPT13	Local Optional Question 13
74	OPT14	Local Optional Question 14
75	OPT15	Local Optional Question 15
76	OPT16	Local Optional Question 16
77	OPT17	Local Optional Question 17
78	OPT18	Local Optional Question 18
79	OPT19	Local Optional Question 19
80	OPT20	Local Optional Question 20
81	OPT21	Local Optional Question 21
82	OPT22	Local Optional Question 22
83	OPT23	Local Optional Question 23
84	OPT24	Local Optional Question 24
85	OPT25	Local Optional Question 25
86	OPT26	Local Optional Question 26
87	OPT27	Local Optional Question 27

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
88	OPT28	Local Optional Question 28
89	OPT29	Local Optional Question 29
90	OPT30	Local Optional Question 30
Local Optional Open-Ended Questions		
91	OPTOE01	Local Optional Open-Ended Question 1
92	OPTOE02	Local Optional Open-Ended Question 2
93	OPTOE03	Local Optional Open-Ended Question 3
94	OPTOE04	Local Optional Open-Ended Question 4
95	OPTOE05	Local Optional Open-Ended Question 5
Derived Variables		
	RRACE	Responded to race variable
		1=No
		2=Yes
	RACEGROUP	Race/Ethnicity Group
		1=American Indian
		2=Asian
		3=Black
		4=Hispanic
		5=White
		6=Other
		7=Two or more race/ethnicity
	SALARY09	Aggregated - Salary based on 9/10 months (full-time employees only)
	SALARY12	Aggregated - Salary based on 11/12 months (full-time employees only)
		1=Less than \$10,000
		2=\$10,000 - \$19,999
		3=\$20,000 - \$29,999
		4=\$30,000 - \$39,999
		5=\$40,000 - \$49,999
		6=\$50,000 - \$59,999
		7=\$60,000 - \$69,999
		8=\$70,000 - \$79,999
		9=\$80,000 - \$89,999
		10=\$90,000 - \$99,999
		11=\$100,000 - \$124,999
		12=\$125,000-\$149,999
		13=\$150,000-\$199,999
		14=\$200,000-\$249,999
		15=\$250,000-\$499,999
		16=\$500,000 or higher
	AGE	Aggregated Age
		12=Less than 1922
		11=1922 - 1945
		10=1946 - 1950
		9=1951 - 1955
		8=1956 - 1960
		7=1961 - 1965
		6=1966 - 1970
		5=1971 - 1975
		4=1976 - 1980
		3=1981 - 1985
		2=1986 - 1994
		1=1995 or more
	YR1STAPPOINTA	Aggregated - Year of 1st academic appointment
	YRAPPOINTA	Aggregated - Year of appointment at present institution
	YRTENUREA	Aggregated - If tenured, year tenure was awarded
	CCYRTENUREA	Aggregated - If tenured, year tenure was awarded at CC
		1=1982 or less
		2=1983-1987
		3=1988-1992
		4=1993-1997
		5=1998-2002
		6=2003-2007
		7=2008-2012

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		8=2013-2017
		9=2018 or more
	MAJORA	Aggregated Major
	DEPTA	Aggregated Department
		1=Agriculture or Forestry (General Area=1)
		2=Biological Sciences (General Area=5)
		3=Business (General Area=6)
		4=Education (General Area=10 and Specific Discipline=2102)
		5=Engineering (General Area=11)
		6=English (General Area=12)
		7=Health-related (General Area=15)
		8=History or Political Science (Specific Discipline=3007,3009)
		9=Humanities (General Area=14,24)
		10=Fine Arts (General Area=2,4,22)
		11=Mathematics or Statistics (General Area=18)
		12=Physical Sciences (General Area=25)
		13=Social Sciences (General Area=3,26,27 and Specific Discipline=3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)
		14=Other Technical (General Area=8,19,28)
		15=Other Non-technical (General Area=7,9,13,16,17,20,23,29,31,32 and Specific Discipline=2101,2103)
	STEM	Faculty works in STEM Department
		1=Non-STEM
		2=STEM
	RESTYPE1	Full-time Undergraduate Faculty
	RESTYPE2	Part-time Undergraduate Faculty
	RESTYPE3	Full-time Administrator
	RESTYPE4	Graduate-only Faculty
	RESTYPE5	Other Staff
		1=No
		2=Yes
	SUBMITDATE	Date web survey submitted
	SEX	1=Man
		2=Woman
		3=Genderqueer, gender non-conforming, other identity
	NPUBSA	Aggregated number of publications in past three years
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7 to 10
		9=More than 10
	NPUBSOA	Aggregated number of publications in past three years: solo-authored
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7 to 10
		9=More than 10
	NPUBSCOA	Aggregated number of publications in past three years: co-authored
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		7=6
		8=7 to 10
		9=More than 10
	INCOMPLETE	Incomplete Response
		1=Not Incomplete
		2=Incomplete (<10%)
	INSTNM	Institution (entity) name
	CITY	City location of institution
Mentoring Module		
		How would you rate yourself as a mentor in the following areas:
		5=A Major Strength
		4=Somewhat Strong
		3=Average
		2=Somewhat Weak
		1=A Major Weakness
1	MENTRATE01	Mentorship Rating: Providing constructive feedback to your mentees
1	MENTRATE02	Mentorship Rating: Taking into account the biases and prejudices you bring into the mentor/mentee relationship
1	MENTRATE03	Mentorship Rating: Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.)
1	MENTRATE04	Mentorship Rating: Being an advocate for your mentees
1	MENTRATE05	Mentorship Rating: Helping your mentees network effectively
1	MENTRATE06	Mentorship Rating: Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)
		Please answer the following questions about mentoring undergraduate students.
2	MENTUG	How many undergraduate students do you currently mentor?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11-15
		13=16-20
		14=21-25
		15=26-30
		16=31 or more
If MENTUG ≥ "2"		
3	COMMUG	How often do you typically communicate with your undergraduate mentee(s)?
		5=Daily
		4=Weekly
		3=Monthly
		2=Once per term
		1=Yearly
		To what extent do you work with your undergraduate mentees on the following:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
4	MENGUG01	Engage UG: Educational choices and strategies
4	MENGUG02	Engage UG: Their research projects and interests
		To what extent have you:
		5=To a Very Large Extent
		4=To a Large Extent

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
5	MENTORUG01	Mentor UG: Explored career options with your undergraduate mentee(s)
5	MENTORUG02	Mentor UG: Served as a role model to your undergraduate mentee(s)
5	MENTORUG03	Mentor UG: Gone out of your way to promote your undergraduate mentees' academic interests
5	MENTORUG04	Mentor UG: Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you
End		
		Please answer the following questions about mentoring graduate students.
6	MENTGRAD	How many graduate students do you currently mentor?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5
		7=6
		8=7
		9=8
		10=9
		11=10
		12=11-15
		13=16 or more
If MENTGRAD ≥ "2"		
7	COMMGRAD	How often do you typically communicate with your graduate mentee(s)?
		5=Daily
		4=Weekly
		3=Monthly
		2=Once per term
		1=Yearly
		To what extent do you work with your graduate mentees on the following:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
8	MENGGRAD01	Engage Grad: Educational choices and strategies
8	MENGGRAD02	Engage Grad: Their research projects and interests
		To what extent have you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
9	MENTORGRAD05	Mentor Grad: Explored academic career options with your graduate mentee(s)
9	MENTORGRAD06	Mentor Grad: Explored non-academic career options with your graduate mentee(s)
9	MENTORGRAD02	Mentor Grad: Served as a role model to your graduate mentee(s)
9	MENTORGRAD03	Mentor Grad: Gone out of your way to promote your graduate mentees' academic interests
9	MENTORGRAD04	Mentor Grad: Conveyed empathy for concerns or feelings your graduate mentees have discussed with you
End		
		Please answer the following questions about mentoring faculty.
10	MENTFAC	How many faculty members do you currently mentor at this institution?
		1=0
		2=1
		3=2
		4=3
		5=4
		6=5 or more

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
If MENTFAC ≥ "2"		
11	COMMFAC	How often do you typically communicate with your faculty mentee(s)? 5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly
		To what extent do you work with your faculty mentees on the following: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
12	MENGFAC01	Engage Faculty: Their research
12	MENGFAC02	Engage Faculty: Their teaching
12	MENGFAC03	Engage Faculty: Their review, tenure, and promotion To what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
13	MENTORFAC01	Mentor Faculty: Served as a role model to your faculty mentee(s)
13	MENTORFAC02	Mentor Faculty: Conveyed empathy for concerns or feelings your faculty mentees have discussed with you
Campus Climate Module		
		Please indicate the extent to which you agree or disagree with the following statements. This institution: 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree
1	CLIMOPN02	Climate Opinion: Lacks strategic diversity goals and plans
1	CLIMOPN04	Climate Opinion: Has a long-standing commitment to diversity
1	CLIMOPN09	Climate Opinion: Has standard reporting procedures for incidents of harassment or discrimination Please indicate how often at this institution you have: 5=Very Often 4=Often 3=Sometimes 2=Seldom 1=Never
2	DISCRIMACT02	Act: Assisted a student who had experienced discrimination
2	DISCRIMACT19	Act: Counseled a student who had been sexually assaulted
2	DISCRIMACT03	Act: Witnessed discrimination
2	DISCRIMACT04	Act: Reported an incident of discrimination to a campus authority
2	DISCRIMACT05	Act: Reported an incident of sexual harassment to a campus authority
2	DISCRIMACT06	Act: Been discriminated against or excluded from activities because of your race/ethnicity
2	DISCRIMACT07	Act: Been discriminated against or excluded from activities because of your gender
2	DISCRIMACT08	Act: Been discriminated against or excluded from activities because of your sexual orientation
2	DISCRIMACT23	Act: Been discriminated against or excluded from activities because of your political beliefs
2	DISCRIMACT24	Act: Been discriminated against or excluded from activities because of your religious affiliation/spirituality
2	DISCRIMACT25	Act: Been discriminated against or excluded from activities because of your status as a parent/guardian
2	DISCRIMACT09	Act: Been discriminated against or excluded from activities because of your other identity
2	DISCRIMACT26	Act: Felt your ideas were dismissed by your colleagues
2	DISCRIMACT27	Act: Felt you did not receive due credit for your ideas or work How satisfied are you with the following aspects of your institution? 5=Very Satisfied 4=Satisfied

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		3=Neutral
		2=Dissatisfied
		1=Very Dissatisfied
3	CMPSAT06	Satisfaction: Atmosphere for political differences
3	CMPSAT07	Satisfaction: Atmosphere for religious differences
3	CMPSAT08	Satisfaction: Atmosphere for differences in sexual orientation
3	CMPSAT12	Satisfaction: Atmosphere for differences in gender expression
3	CMPSAT13	Satisfaction: Atmosphere for differences in immigration status
3	CMPSAT09	Satisfaction: Administrative response to incidents of discrimination
3	CMPSAT11	Satisfaction: Administrative response to reports of sexual assault
3	CMPSAT10	Satisfaction: Administrative response to student concerns about exclusion or marginality
		Please rate your satisfaction with your department in each area:
		5=Very Satisfied
		4=Satisfied
		3=Neutral
		2=Dissatisfied
		1=Very Dissatisfied
4	DEPTSAT01	Departmental Satisfaction: Collegiality among faculty
4	DEPTSAT02	Departmental Satisfaction: Tolerance of different faculty opinions and beliefs
4	DEPTSAT08	Departmental Satisfaction: Representation of women faculty
4	DEPTSAT09	Departmental Satisfaction: Representation of racial/ethnic minority faculty
4	DEPTSAT04	Departmental Satisfaction: Acceptance of differences in sexual orientation
4	DEPTSAT06	Departmental Satisfaction: Student respect for your role in the classroom
Spirituality Module		
		Indicate the importance to you of each of the following educational goals for undergraduate students:
		4=Essential
		3=Very Important
		2=Somewhat Important
		1=Not Important
1	SPIRGOAL03	Goal: Enhancing spiritual development
1	SPIRGOAL04	Goal: Facilitating the search for meaning/purpose in life
1	SPIRGOAL01	Goal: Becoming more conversant with different religious traditions
1	SPIRGOAL02	Goal: Becoming more conversant with different spiritual practices
		Indicate the extent to which you:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
2	SPIRACT03	Activity: Engage in self-reflection
2	SPIRACT04	Activity: Consider yourself a religious person
2	SPIRACT05	Activity: Consider yourself a spiritual person
2	SPIRACT06	Activity: Engage in prayer
2	SPIRACT07	Activity: Engage in meditation
2	SPIRACT08	Activity: Seek opportunities to grow spiritually
2	SPIRACT01	Activity: Encourage discussion of religious and spiritual matters among students
2	SPIRACT02	Activity: Engage in discussion of religious and spiritual matters with students
		Please indicate your agreement with each of the following statements:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
3	SPIROPN01	Opinion: Colleges should be concerned with facilitating undergraduate students' spiritual development
3	SPIROPN02	Opinion: The spiritual dimension of faculty members' lives has no place in the academy
3	SPIROPN03	Opinion: I am conflicted about my religious/spiritual beliefs
3	SPIROPN04	Opinion: I follow the religious/spiritual beliefs of this institution
		Indicate the importance to you personally of each of the following:
		4=Essential
		3=Very Important
		2=Somewhat Important

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		1=Not Important
4	SPIROBJ01	Objective: Integrating spirituality into my life
4	SPIROBJ02	Objective: Serving as a spiritual/religious advisor to students
		My religious/spiritual beliefs:
		4=Strongly Agree
		3=Somewhat Agree
		2=Somewhat Disagree
		1=Strongly Disagree
5	SPIRBELIEF01	Belief: Have helped me develop my identity
5	SPIRBELIEF02	Belief: Are one of the most important things in my life
5	SPIRBELIEF03	Belief: Give meaning/purpose to my life
5	SPIRBELIEF04	Belief: Help define the goals I set for myself
5	SPIRBELIEF05	Belief: Provide me with strength, support and guidance
5	SPIRBELIEF06	Belief: Are the foundation to my approach to life
5	SPIRBELIEF07	Belief: Have developed through personal reflection and searching
STEM Module		
		In the courses you have taught in the past year, how often have you:
		5=Always
		4=Frequently
		3=Occasionally
		2=Rarely
		1=Never
1	GENSTEM02	Course: Integrated authentic (i.e., not "cookbook") research experiences into labs
1	GENSTEM03	Course: Incorporated mini-labs into lecture
		In the STEM courses you have taught in the past year, how often have you encouraged students to:
		5=Always
		4=Frequently
		3=Occasionally
		2=Rarely
		1=Never
2	SCISKILL01	Science Skill: Use technical science skills (use of tools, instruments, and/or techniques)
2	SCISKILL02	Science Skill: Generate a research question
2	SCISKILL03	Science Skill: Determine how to collect appropriate data
2	SCISKILL04	Science Skill: Explain the results of a study
2	SCISKILL05	Science Skill: Use scientific literature to guide research
2	SCISKILL06	Science Skill: Integrate results from multiple studies
2	SCISKILL07	Science Skill: Ask relevant questions
2	SCISKILL08	Science Skill: Identify what is known and not known about a problem
2	SCISKILL09	Science Skill: Understand scientific concepts
2	SCISKILL10	Science Skill: See connections between different areas of science and mathematics
		To what extent are the following statements true of you: (Mark one in each row)
		5=Strongly Agree
		4=Somewhat Agree
		3=Neutral
		2=Somewhat Disagree
		1=Strongly Disagree
3	SCIASSOC01	Science Assoc: I have a strong sense of belonging to a community of scientists
3	SCIASSOC02	Science Assoc: I derive great personal satisfaction from working on a team that is doing important research
3	SCIASSOC03	Science Assoc: I think of myself as a scientist
3	SCIASSOC04	Science Assoc: I feel like I belong in the field of science
		To what extent do you structure your STEM courses so that students:
		5=To a Very Large Extent
		4=To a Large Extent
		3=To Some Extent
		2=To a Small Extent
		1=Not at All
4	STEMSTRUCT01	Structure: Develop a stronger interest in STEM disciplines
4	STEMSTRUCT02	Structure: Have the foundational knowledge for advanced study in STEM
Institutional Characteristics		
	STRAT	CIRP Stratification Cell

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		1=Public Universities - low
		2=Public Universities - medium
		3=Public Universities high
		3=Public Universities - high
		4=Private Universities - medium
		5=Private Universities - high
		6=Private Universities - very high
		7=Public 4yr Colleges - low
		8=Public 4yr Colleges - medium
		9=Public 4yr Colleges - high
		10=Public 4yr Colleges - unknown
		11=Private/Nonsectarian 4yr Colleges - low
		12=Private/Nonsectarian 4yr Colleges - medium
		13=Private/Nonsectarian 4yr Colleges - high
		14=Private/Nonsectarian 4yr Colleges - very high
		15=Private/Nonsectarian 4yr Colleges - unknown
		16=Catholic 4yr Colleges - low
		17=Catholic 4yr Colleges - medium
		18=Catholic 4yr Colleges - high
		19=Catholic 4yr Colleges - unknown
		20=Other Religious 4yr Colleges - very low
		21=Other Religious 4yr Colleges - low
		22=Other Religious 4yr Colleges - medium
		23=Other Religious 4yr Colleges - high
		24=Other Religious 4yr Colleges - unknown
		25=Public 2yr Colleges - very low
		26=Public 2yr Colleges - low
		27=Public 2yr Colleges - medium
		28=Public 2yr Colleges - high
		29=Public 2yr Colleges - very high
		30=Private 2yr Colleges - very low
		31=Private 2yr Colleges - low
		32=Private 2yr Colleges - medium
		33=Private 2yr Colleges - high
		34=HBCU Public 4yr Colleges
		35=HBCU Private 4yr Colleges
		36=HBCU Public 2yr Colleges
		37=HBCU Private 2yr Colleges
		38=HBCU Other Religious 4yr Colleges
		39=HBCU Catholic 4yr Colleges
		40=HBCU Public Universities
		41=HBCU Private Universities
		99=Other
	STATE	Institution State
	HERIREG	HERI Region
		1=East
		2=Midwest
		3=South
		4=West
	OBEREG	OBE Region
		1=New England - CT ME MA NH RI VT
		2=Mid East - DE DC MD NJ NY PA
		3=Great Lakes - IL IN MI OH WI
		4=Plains - IA KS MN MO NE ND SD
		5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV
		6=Southwest - AZ NM OK TX
		7=Rocky Mountains - CO ID MT UT WY
		8=Far West - AK CA HI NV OR WA
		9=Other
	HBCU	HBCU Flag

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
		1=Not HBCU
		2=Public HBCU
		3=Private HBCU
	SELECTIVITY	Institution Selectivity
	INSTTYPE	Institution Type
		1=University
		2=4-year
		3=2-year
	INSTCONT	Institution Control
		1=Public
		2=Private
	COMPGROUP1	Comparison Group 1
		1=Public Universities
		2=Private Universities
		3=Public 4yr Colleges
		4=Private/Nonsectarian 4yr Colleges
		5=Catholic 4yr Colleges
		6=Other Religious 4yr Colleges
		7=Public 2yr Colleges
		8=Private 2yr Colleges
	COMPGROUP2	Comparison Group 2
		1=Public/Private Universities, Public 4yr Colleges
		2=Nonsectarian, Catholic, Other Religious 4yr Colleges
		3=Public 2yr Colleges
		4=Private 2yr Colleges
	COMPGROUP3	Comparison Group 3
		1=All Baccalaureate Institutions
		2=All Two-Year Colleges
Fac Constructs - Scores		
	CM_VALUES	Civic-Minded Values
	CM_PRACTICES	Civic-Minded Practices
	DIVERSITY_CLIMATE	Perceptions of the Climate for Diversity on Campus
	IP_CIVENG	Institutional Priority: Civic Engagement
	IP_DIVERSITY	Institutional Priority: Diversity
	IP_PRESTIGE	Institutional Priority: Prestige
	MENTOR_SE	Mentor Self-Efficacy
	PEDAGOGY	Student-Centered Pedagogy
	PRODUCTIVITY	Scholarly Productivity
	RESPECT	Respectful Climate
	SATIS_COMPENSATION	Satisfaction with Compensation
	SATIS_PROFESSIONAL	Satisfaction with Professional Work Environment
	SCIENCE_IDENTITY	Science Identity
	SCIENCE_SELF_EFFICACY	Science Self-Efficacy
	STRESS	Career-Related Stress
	UG_PERSONAL_DEVELOPMENT	Focus on Undergraduate Personal Development
Fac Constructs - Groups		
		1=Low score
		2=Average Score
		3=High score
	CM_VALUES_GRP	Civic-Minded Values Group
	CM_PRACTICES_GRP	Civic-Minded Practices Group
	DIVERSITY_CLIMATE_GRP	Perceptions of the Climate for Diversity on Campus Group
	IP_CIVENG_GRP	Institutional Priority: Civic Engagement Group
	IP_DIVERSITY_GRP	Institutional Priority: Diversity Group
	IP_PRESTIGE_GRP	Institutional Priority: Prestige Group
	MENTOR_SE_GRP	Mentor Self-Efficacy Group
	PEDAGOGY_GRP	Student-Centered Pedagogy Group
	PRODUCTIVITY_GRP	Scholarly Productivity Group
	RESPECT_GRP	Respectful Climate Group
	SATIS_COMPENSATION_GRP	Satisfaction with Compensation Group

2022-2023 HERI Faculty Survey

Q	Variable Name	Variable Description
	SATIS_PROFESSIONAL_GRP	Satisfaction with Professional Work Environment Group
	SCIENCE_IDENTITY_GRP	Science Identity Group
	SCIENCE_SELF_EFFICACY_GRP	Science Self-Efficacy Group
	STRESS_GRP	Career-Related Stress Group
	UG_PERSONAL_DEVELOPMENT_GRP	Focus on Undergraduate Personal Development Group